

# AFP/Chronicle of Philanthropy Report:

## Job Satisfaction and Workplace Issues in the Fundraising Profession

### PART 2. FUNDRAISING SUPPORT IN THE WORKPLACE

The amount of money your organization allocates for fundraising expenses



**73%**  
SATISFIED

Very satisfied: 32%  
Somewhat satisfied: 41%

**27%**  
DISSATISFIED

Somewhat dissatisfied: 19%  
Very dissatisfied: 8%

### PART 1. GENERAL FEELINGS TOWARDS THE JOB

Your current job overall



**80%**  
SATISFIED

Very satisfied: 40%  
Somewhat satisfied: 39%

**20%**  
DISSATISFIED

Somewhat dissatisfied: 15%  
Very dissatisfied: 5%

I feel/felt tremendous pressure to succeed in my role



**84%**  
AGREE

Strongly agree: 43%  
Somewhat agree: 40%

**16%**  
DISAGREE

Somewhat disagree: 14%  
Strongly disagree: 3%

The amount of staff you have to do your job



**50%**  
SATISFIED

Very satisfied: 17%  
Somewhat satisfied: 32%

**50%**  
DISSATISFIED

Somewhat dissatisfied: 30%  
Very dissatisfied: 21%



The benefits of my job outweigh(ed) the negatives

**79%**  
AGREE

Strongly agree: 35%  
Somewhat agree: 44%

**21%**  
DISAGREE

Somewhat disagree: 14%  
Strongly disagree: 7%

Support you get from your organization's chief executive



**71%**  
SATISFIED

Very satisfied: 40%  
Somewhat satisfied: 31%

**29%**  
DISSATISFIED

Somewhat dissatisfied: 18%  
Very dissatisfied: 11%

### PART 3. SALARIES AND BENEFITS

Your salary

**74%**  
SATISFIED

Very satisfied: 32%  
Somewhat satisfied: 41%

**26%**  
DISSATISFIED

Somewhat dissatisfied: 19%  
Very dissatisfied: 8%



Your opportunities for promotion



**51%**  
SATISFIED

Very satisfied: 17%  
Somewhat satisfied: 35%

**49%**  
DISSATISFIED

Somewhat dissatisfied: 29%  
Very dissatisfied: 20%

Your work-life balance



**77%**  
SATISFIED

Very satisfied: 40%  
Somewhat satisfied: 37%

**23%**  
DISSATISFIED

Somewhat dissatisfied: 16%  
Very dissatisfied: 7%

The overall effectiveness of your organization's fundraising



**74%**  
SATISFIED

Very satisfied: 25%  
Somewhat satisfied: 49%

**26%**  
DISSATISFIED

Somewhat dissatisfied: 21%  
Very dissatisfied: 5%

## AFP/Chronicle of Philanthropy Report:

### Job Satisfaction and Workplace Issues in the Fundraising Profession

#### PART 4. ORGANIZATIONAL CULTURE

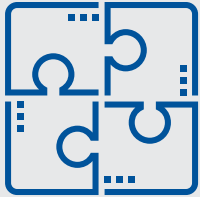
**Your autonomy and independence in your role at your organization**

**83%**  
SATISFIED  
Very satisfied: 54%  
Somewhat satisfied: 29%

**17%**  
DISSATISFIED  
Somewhat dissatisfied: 12%  
Very dissatisfied: 6%



**Your organization's culture**



**72%**  
SATISFIED  
Very satisfied: 35%  
Somewhat satisfied: 37%

**28%**  
DISSATISFIED  
Somewhat dissatisfied: 18%  
Very dissatisfied: 10%

**The office environment/colleagues' behavior**



**78%**  
SATISFIED  
Very satisfied: 41%  
Somewhat satisfied: 37%

**22%**  
DISSATISFIED  
Somewhat dissatisfied: 14%  
Very dissatisfied: 8%

#### PART 5. PROFESSIONAL DEVELOPMENT

**Your access to professional development**

**75%**  
SATISFIED  
Very satisfied: 42%  
Somewhat satisfied: 33%

**25%**  
DISSATISFIED  
Somewhat dissatisfied: 16%  
Very dissatisfied: 8%



**Your access to leadership training**



**66%**  
SATISFIED  
Very satisfied: 35%  
Somewhat satisfied: 32%

**34%**  
DISSATISFIED  
Somewhat dissatisfied: 20%  
Very dissatisfied: 13%

**Your opportunities to receive mentoring**



**56%**  
SATISFIED  
Very satisfied: 23%  
Somewhat satisfied: 34%

**44%**  
DISSATISFIED  
Somewhat dissatisfied: 28%  
Very dissatisfied: 16%

#### PART 6. LOOKING FOR NEW EMPLOYMENT

**If you are at least somewhat likely to leave, or have left fundraising, what are the biggest reasons?**



<b>29%</b>	<b>28%</b>	<b>27%</b>	<b>27%</b>	<b>21%</b>
SALARY	THE ORGANIZATION'S MANAGEMENT OVERALL	UNREASONABLE EXPECTATIONS ABOUT FUNDRAISING GOALS	A TOXIC ORGANIZATIONAL CULTURE	LEADERSHIP (CEO OR BOARD) LACKS RESPECT FOR, OR UNDERSTANDING OF, FUNDRAISING

**How likely are you to leave your current organization within the next two years?**

**51%**  
LIKELY  
Very likely: 25%  
Somewhat likely: 26%

**49%**  
UNLIKELY  
Somewhat unlikely: 22%  
Very unlikely: 27%

**Succession planning with the fundraising department**

**44%**  
SATISFIED  
Very satisfied: 9%  
Somewhat satisfied: 34%

**56%**  
DISSATISFIED  
Somewhat dissatisfied: 36%  
Very dissatisfied: 20%